

NEWARK-WO Broadst 24
Oct, 1981

ARE THE LAYOFFS IN GOOD FAITH?

We are all aware that Reagan's Federal Budget cuts will have direct impact on state services and jobs in New Jersey. However, a number of situations have come up which indicate that the Human Services layoffs are not based solely on the budgetary cuts but are an attempt by management to protect its friends at the top while getting rid of lower level workers, especially those they don't like.

**While a job and promotion freeze were in effect for lower level titles, numerous exceptions were made in hiring and promotions for higher titles.

**A new "umbrella" group has been formed in the Commissioner's Office with at least nine people at range 30. The purpose of this group is to get the various Divisions to "talk to each other" when each Division is already bloated with high-paid officials to do the work. This group is already interviewing for 21 range 27 positions. These positions will be effective in January after lower level titles will have been laid off.

**In DYFS while Social Workers needed to respond to child abuse, are laid off, and needed research programs are cut back, provisional workers in Central Office prepare studies on how those effected by the layoff feel about the loss of their job.

**In institutions some positions that are mandated by Federal guidelines are being eliminated while newly created positions are being filled provisionally.

**Again, in DYFS, the Program Support unit is decimated by laying off approximately 20 workers. However, no administrators (above Range 29) who administer the unit are laid off.

We've all seen it over and over again---those at the bottom get the ax while those at the top are protected and promoted. In order to expose what is going on in the court and in the press, the Union needs facts and documentation.

If you have examples of:

1. Singling out of union members, women or minorities for layoffs;
2. Protecting higher level management and their friends;
3. Laying off permanents and keeping provisionals;
4. Hiring and promoting of management during the job freeze;
5. Inefficient management positions and practices;

PLEASE:

1. Contact your CWA shop steward.
2. Write to: CWA, 122 W. State St., Trenton, N.J. 08608
3. Call the CWA Hot Line at (800) 792-9789.

CWA CARD-IN

Send a post card to Commissioner Cardin protesting the confusing and unfair way the layoffs have been handled.

Rally at 1100 Raymond Blvd.

12 noon Wed. Oct. 28